



EMPLOYMENT TRIBUNALS

Claimant: Andrew Vincent
Respondent: Multi Surface Fabrications Limited
Heard at: Newcastle Employment Tribunal
On: 2nd, 3rd, 4th, 5th, 6th March 2026
Before: Employment Judge Sweeney

Appearances

For the Claimant, In person

For the Respondent, A Kaura, counsel

JUDGMENT ON LIABILITY AND REMEDY

1. The claim of victimisation within the meaning of section 27 Equality Act 2010 is well-founded and succeeds.
 - 1.1 The Respondent is ordered to pay the Claimant compensation as follows:
 - 1.1.1 Injury to feelings of £10,000 uplifted by 25% to reflect an unreasonable failure to comply with the ACAS Code of Practice on discipline and grievance procedures, making an award of £12,500.
 - 1.1.2 Interest of £1,118.81 calculated as follows:
$$12,500 \times 0.08 \times 408/365$$
(where 408 is the number of days between the date of contravention of section 27 Equality Act (namely, 22 January 2025) and the date of calculation (namely, 06 March 2026))
2. The claim of automatically unfair dismissal under section 103A Employment Rights Act 1996 is well-founded and succeeds.
 - 2.1 No basic award is made, there being none claimed or payable.
 - 2.2 No compensatory award is made, there being no financial losses claimed.

3. The total amount to be paid to the Claimant is **£13,617.81**.

Employment Judge Sweeney

Date: **6 March 2026**

Note

Reasons for the Judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>